

Summing up the results of our research, we can conclude that, despite the fact of the imperfection of the Ukrainian legislation, we can state such a young country as Ukraine is going in the right direction. Since its independence we have done an incredible step forward to the real democracy.

We have to do the next steps:

- To adopt new version of the law “On Local Government”.
- To change other laws that are connected with the subjects, which perform local power.
- To adopt a law “On Local Referendum”.
- To implement other EU laws which proclaim a real democracy for Ukrainian citizens.

Particularly, the last Ukrainian events in the winter 2013-2014 show us that we are ready for the democracy, which we deserve, and we won't stop on this difficult, but noble path.

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## **WAYS OF IMPROVING THE PROCESS OF RATIFICATION AND IMPLEMENTATION OF INTERNATIONAL INSTRUMENTS INTO NATIONAL LABOUR LEGISLATION OF UKRAINE**

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Democratization of Ukrainian society - the basic component of Ukraine's accession to the European space. Ukraine's active participation in the life of the world community attracts increased interest in the labour regulation as well as in its interaction with various international organizations and intergovernmental associations. Any regulation of the corresponding relations involves understanding of the legal instruments under which it is carried out. International legal regulation of labour is not an exception, so the issue of the sources of international legal labour regulation draws attention.

Implementation of international legal norms in the field of labour consists of two stages: 1) statutory form of the Ukraine's consent to be bound by international treaty; 2) implementation of undertaken international obligations. Ukraine, under the Agreement on Partnership and Cooperation with the European Union, signed June 14, 1994, headed for the Ukraine's integration into the European Union. Moreover, the Article 2 of the Agreement on Partnership and Cooperation between Ukraine and the European Communities and their Member States declares that respect for democratic

principles and human rights, as well as the principles of market economy is the foundation of internal and external policies of the Parties and constitute an essential element of the partnership and this Agreement.

International labour standards are a prerequisite for their implementation into national legislation. This is because labour law should be stable to ensure effective implementation of democratic legal rules, and be dynamic to meet relations development requirements and reflect the changes taking place in society. It must respond to any changes occurring in the international legal regulation of labour, in order to gain experience and improve the working conditions of employees. International legal acts regulating labour should not lag behind the needs of society, since their ratification in itself would not be required, and should not be artificially ahead of the labour relations development in a certain country.

Consequently, improvement of the current state of ratification and implementation of international norms regulating labour relations depends on many factors. However, the efficiency and effectiveness of the implementation and ratification of international standards in this area depend on the state.

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